

PROCEEDINGS OF THE BROWN COUNTY EXECUTIVE COMMITTEE

Pursuant to Section 18.94 Wis. Stats., a regular and budget meeting of the **Brown County Executive Committee** was held on Wednesday, October 29, 2014 in Room 200 of the Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin.

Present: Chair Lund, Supervisor Erickson, Supervisor Evans, Supervisor Vander Leest, Supervisor Fewell, Supervisor Buckley
Excused: Supervisor Moynihan
Also Present: Supervisors Kaster, Jamir, Clancy, Van Dyck, Hoyer and Landwehr, Brent Miller, Todd VanDenHeuvel, Dan Process, Lisa Remiker-De Wall, Carolyn Maricque, Troy Streckenbach, Chad Weininger, Paul Van Noie, Brandy Younger, Paul Fontechhio, Tony Elfe, Linn Heinzen, Dave Lasee, Jeremy Kral, August Neverman, Judy Friederichs, other interested parties

I. **Call Meeting to Order:**

The meeting was called to order by Chair Tom Lund at 5:32 p.m.

II. **Approve/modify agenda:**

Motion made by Supervisor Evans, seconded by Supervisor Erickson to approve. Vote taken.
MOTION CARRIED UNANIMOUSLY

III. **Approve/modify Minutes of October 6, 2014.**

Motion made by Supervisor Evans, seconded by Supervisor Erickson to approve. Vote taken.
MOTION CARRIED UNANIMOUSLY

BUDGET REVIEW

Communications

1. **Communication from Supervisor Clancy re: To explore the possibility of giving a 1% raise to county employees. .5% this year and .5% next year.**

Supervisor Clancy addressed the Committee. He brought this forward because he felt that the 1% raise that was given to employees was taken away due to increased insurance costs. He felt that to be partly affectionate a .5% raise could be given this year and .5% next year. This would not be that big of an impact and he noted that this is not much, but at least it is something. Clancy continued that the dollar value on this would be \$671,986. Internal Auditor Dan Process provided Clancy with figures that this would amount to \$3.73 on a home valued at \$100,000 and \$5.59 on a home valued at \$150,000. Clancy felt this raise should be given and indicated that he would not have brought it up if he did not think it was right.

Supervisor Erickson noted that in the 2014 budget there was a 1% automatic raise for employees along with a 1% performance bonus. He also noted that in 2015 there is an automatic 1% increase for employees along with a 1% performance bonus and he asked Clancy if what he was proposing would be in addition to those raises. Clancy stated that what he was proposing was in addition and, as he stated previously, it was because he felt the given raises were wiped out by insurance costs. Erickson confirmed that what Clancy was proposing was adding .5% in 2014 and .5% in 2015 so the automatic raise would be 1.5% in 2015 plus the

opportunity to earn the 1% performance and it would be adding another .5% in 2014 and if employees have not received their performance pay, there is still an opportunity to get that.

Clancy stated he brought this up because his daughter is a runner and was told that her body mass index was too high. He did not understand how a person with so much vitality still can flunk the body mass index and he did not think it was right. Clancy hoped that this proposal would be given a fair hearing.

Supervisor Fewell arrived at 5:37 p.m.

Evans thanked Clancy for bringing this forward. He realizes things are changing in the County but feels that backing this in for 2014 is too late. He noted that he supports the pay raises in the budget and also supports the additional .5% proposed by Clancy for 2015. Evans continued that he appreciated the incentive for performance, but he does not like that this is just incentive pay; he would rather see this added to base salary.

Vander Leest asked where the County stands after factoring the additions and deletions from all departments. Director of Administration Chad Weininger responded that the County Executive brought his budget in \$100,000 under levy so in total with all of the changes in all of the departments the County is currently \$170,848 under the levy.

Supervisor Fewell wished to clarify that the proposed .5% is on top of what is already included in the budget and Lund stated that it was.

Evans stated that he appreciates the desire to stay at last year's levy, but noted that he has never made any campaign promises with regard to the levy. He is not saying he wants to spend a lot of money, but he is also realistic on how things work in organizations and he looks at the pay raises and he feels that the levy is the levy, but asked if there was an increase in equalized value. Weininger stated that the equalized value went up 2%. Evans continued that we could still go above the levy from last year and still the taxpayers will not see a tax increase. Weininger agreed with this. Evans felt it was important to keep this in mind.

Vander Leest noted that since it is unknown what will happen with the insurance issue, he would like to hold off on a decision on this communication until the total impact of the insurance issue is known. He would also like to find out what the total impact will be of all of the proposed additions and deletion because if there are savings in this area he felt that some of that may be able to be passed on to employees.

Motion made by Supervisor Evans, seconded by Supervisor Fewell to add another .5% pay raise to County employees for 2015 at \$336,000. No vote taken.

Evans stated that he would relinquish to the Chair to hold the vote on his motion until after the insurance discussion. Lund stated that we will have the insurance discussion before the budget items.

*1a. **Communication from Supervisor Moynihan re: Conducting County Business by use of electronic capabilities. Discussion re: Portable Computing Proposal. Referred from Admin Cmte.**

Supervisor Moynihan was unable to attend the meeting, but TS Director August Neverman was in attendance to address this issue. Neverman provided a handout to the Committee, a copy of which is attached.

Lund asked what the total cost of devices would be for 26 supervisors and what the savings would be. Neverman stated that the savings compilations in his handout came from the County Board office and are \$1,450 in postage year to date for 2014 and \$2,183 for printing year to date for 2014. These are the direct expenses that could be verified and Neverman stated that there would also be savings as a result of avoidance of additional postage and printing related to further distribution of printed records as requested by numerous supervisors.

The cost for the equipment, including labor and licensing, would be \$30,000 for the first year and then \$12,000 annually if you do a replacement cycle. If a variable replacement cycle, the upfront cost would be \$30,000 and the annual cost would be \$17,000. This is set out in greater detail in the handout.

Neverman stated that no labor expenses, no overhead, no supervisor process time loss or sheriff's delivery is included in the numbers. Those items are addressed in the value statement in the report but he noted that those costs have a less measurable value that is difficult to calculate.

Supervisor Buckley arrived at 5:53 p.m.

Vander Leest asked if there were any cheaper alternatives than what Neverman referred to above. Neverman referred to Page 5 of his handout which outlined all of the feasible options and their features. Neverman also stated that in looking at the software and devices that are being used by other communities, he found that almost all are using Ipads. He noted that the iPad was not only the second least expensive option, but also fits with most of what the other communities are doing. Neverman also noted that almost half of the cost is licensing and support, so even if costs were cut on the hardware side, there would not be a reduction in the licensing or support costs. Neverman concluded that these are estimates and this report was prepared after discussions with Supervisor Moynihan. It is possible that there could be slight fluctuation in the numbers, but nothing significant that would have a great impact.

Motion made by Supervisor Vander Leest, seconded by Supervisor Evans to receive and place on file. Vote taken. Ayes: Vander Leest, Lund, Erickson, Evans Nays: Fewell, Buckley.
MOTION CARRIED 4 TO 2

At this point of the meeting, Chair Lund indicated that the Committee would address the human resources/health insurance issue.

Motion made by Supervisor Evans, seconded by Supervisor Erickson to suspend the rules to allow interested parties to speak. Vote taken. MOTION CARRIED UNANIMOUSLY

-Cheryl Skenandore, Brown County Human Services Department, addressed the Committee. She indicated that she is the President of the Professional Employees Association and had sent a letter to each Supervisor setting forth the Association's concerns with regard to the new health insurance plan. What they are asking for is reconsideration of implementing the proposed 2015

outcome based premiums until 2016 which would allow employees an opportunity to make changes in their lifestyles in hopes of sliding in at a less expensive level of insurance premiums. She also indicated that she did not feel that appropriate information was passed along to employees in a timely fashion. Further, she felt that employees were made aware that there was a possibility of reimbursement retroactively, but no benchmarks have been set forth this reimbursement and some employees may not be able to afford the hit while awaiting reimbursement. Skenandore reported that increases will range from \$197 to \$4,975. She felt that this, along with a number of other factors, is creating economic hardship for a number of employees. There was also concern that treatment by Nurse Practitioners would not be eligible for tier one, especially since the good majority of doctors fall under tier two. Skenandore thanked the Committee for the opportunity to address them and indicated that she would be happy to discuss any of these issues or any of the other issues contained in the letter she referred to earlier with management to help save both the County and the employees money while still maintaining high levels of quality care.

-Chris Sacotte, W275 Kings Way, Sherwood, Wisconsin indicated that he is a nurse at the CTC and is also the Vice President of Local 1901E representing the nurses. He stated that the biggest concern he sees with the proposed changes is that the County is proposing changes from a system where people were given incentives to be healthy to a system where they are being penalized for being unhealthy. He did not know how employees could continue to afford to work for Brown County when they can go to a private employer or another County and make more. He also does not feel that the lack of raises is right. Sacotte indicated that Human Services Director Jeremy Kral told him that Brown County has the third largest Human Services Department in the State, but do not rank in the top 10 for wages. He felt that Brown County should be doing everything they can to attract and retain the best and brightest to serve the County. The goal county-wide should be to exceed expectations, but he felt that morale was low among employees and people are leaving. He hoped that management would work with them to move in the right direction on these issues and the current system be kept in place where employees receive incentive for being healthy.

-Laura Millar, Brown County Human Services, indicated that she has been employed by the County for 11.5 years and she came to tonight's meeting because she is concerned about increasing insurance premiums. She has a single plus one plan and is paying the same amount that someone with a family plan and multiple children are paying. She felt that this should be looked at in the future.

-Cindy Pfeffer, 1162 Swan Road, De Pere, Wisconsin advised that she had sent an e mail outlining her concerns to the Board and hoped that they, as well as County Executive Troy Streckenbach, took the time to read it. She has numerous concerns about the PHA, including that her family is not considered when it comes to the PHA. If she goes up, her increase will be based on the family payment and she will pay \$41.46 per month more whereas if a single goes up, they will pay an additional \$15.59 per month and it exponentially continues in that direction. She would like to see a committee formed of County Board members, HR representative and employees to talk about things that may be able to be done to make this fair to everyone, but at the very least, if the plan is not going to stay as it is, she would like it considered that she should not be penalized simply because she takes the family plan when it is only her that is making the change or the difference in the amount. She felt that to be fair, all employees should get the exact same increase in the amount of the insurance they have to pay if they go up to other areas.

-Marty Adams, Brown County Health Department. Adams indicated that he has been employed as a sanitarian at the Health Department for 20 years and was also a member of the Benefit Advisory Committee that ended in 2009. Adams provided a handout to the Committee, a copy of which is attached, which outlines the health plan performance for Brown County from May, 2009. One of the costs that he wants everyone to closely look at that has perturbed him to no end for years is the figure of total cost per employee per year which is \$16,602. This figure is way below \$15,000 per year per family plan while a single plan is about half that cost. He felt that instead of passing the cost on to the people that show up to work and do their job, some of the other deadbeat problems in the County should be dealt with. He stated that he has hundreds of examples of people who have not paid any more in costs to the County even though they run facilities in the County that are illegal, unlicensed and despicable. Instead of passing the cost solely on to the employee, Adams felt that it should be passed on to everyone in the County. He felt that if the County is not happy with employees' performance, the County should fire them. He stated he has had offers from other companies that do not treat their employees the way the County has the last four years. He has also noted a large number of turn over of employees. Adams continued that every insurance claim that is filed is argued about and denied and he made reference to a bill for the removal of his daughters' wisdom teeth. Adams stated that when the bill comes due the Board of Supervisors will be invited to a court date. He stated that every single employee will say that claims have not been paid appropriately and he felt that the company that has been hired by the County is pathetic.

-Mary Scoon, 1083 Still Meadow Lane, Apt 6, Menasha, Wisconsin. Scoon is an AFSCME rep and has been in the business for over 12 years. She has bargained many, many contracts and has represented a lot of unions and while she has seen many, many insurance changes, she has never seen anything like Brown County is putting on their employees. She continued that it is so punitive that if she was employed at Brown County, she could not afford to stay working for the County. She felt a system that penalizes folks for not meeting certain arbitrary standards is not right. Her request on behalf of the employees of Brown County is to reconsider the insurance proposal in its entirety and scrap it.

Motion made by Supervisor Vander Leest, seconded by Supervisor Erickson to return to regular order of business. Vote taken. MOTION CARRIED UNANIMOUSLY

Lund asked HR Director Brent Miller and Director of Administration Chad Weininger to come forward to discuss this. Lund asked how much the insurance costs were expected to increase for this year so everyone knows what we are dealing with. Miller responded that the increase on claims and costs is 11.3%. Lund also asked about the administrative fee and Miller responded that they just did an RFP and there will be a new administrator which will result in the cost going down about \$51,000.

Weininger directed attention to Page 310 of the Budget Book which sets out the health and dental insurance budget for 2015. This page gives a snapshot of the difference between the 2014 amended budget and the 2015 executive budget. Weininger stated that total revenues from premiums are expected to be roughly \$19 million while expenditures are expected to be roughly \$22 million dollars. The large difference is the health reimbursement account of \$2.7 which will be covered by the fund balance. Employees who have been employed by the County for quite a while get \$2,100 in their account for a family plan while new employees get \$750 for a single plan and \$1,500 for a family plan.

Lund asked Weininger to walk through what basic family rates and single rates were last year. See attached Rate Comparison for these figures.

Lund asked how many risk factors such as obesity, cholesterol, diabetes, etc. the premiums are based on. It was indicated that Brown County has 11 risk factors. Lund asked if you had one risk factor and were good on the rest, what category an employee would fall into. Miller explained that there are points that come in and with that, an employee would have six months to meet the reasonable alternative standards to be reimbursed for the amount to go from silver to gold in a lump sum.

Vander Leest referred to a point made earlier with regard to health risk assessments and he felt that having an employee's spouse participate in an assessment as well would provide more balanced and accurate readings. Weininger noted that someone has requested that and this may be considered at the budget hearing. Weininger also noted that it was his understanding that this had been discussed prior to him being employed here and there was concern that having a spouse participate would be a little too much change at one time so they felt it would be better to work this in over a few years.

Lund questioned the tier one doctors and nurse practitioners and stated that generally it is less expensive to see a nurse practitioner than a doctor. Miller stated all nurse practitioners and physician's assistants work under the guidance of a physician and for 2015, all primary care providers will be tier one. Realistically, Weininger stated that if you need to see a specialist for something, that would fall under tier two. Lund asked if all of the major clinics in the Green Bay area were covered under the plan and Miller stated that employees can choose from all major health care organizations.

Buckley asked if the County insurance includes a spousal carve out if the spouse is eligible to get insurance from their own employer. Miller stated at this point there is no spousal carve out for the County plan. Lund stated that many times this is based on which spouse's birthday falls first in the year. Miller stated that two counties just enacted a spousal carve out and both saw their claims increase by almost \$1 million dollars. Supervisor Van Dyck asked how that would be possible and Miller stated that if they paid employees to do a spousal carve out which resulted in employees to going to a single plan, it cost more because the claims did not drop. Miller stated that he can have that information available at the budget meeting if the Committee desired.

Supervisor Kaster talked about the carve out and mentioned that he is aware that some companies have the employee and kids go on one policy and the spouse goes under the policy offered by her employer. The company he works for now will pay half of the premium to an employee who chooses to go somewhere else for the insurance rather than taking what is offered by the employer. Kaster also questioned the risk factors and asked if any of them weigh more heavily than others such as body mass index. Miller stated that body mass index was only used if someone is underweight. Human Services Director Jeremy Kral stated that the formula that Helix uses is based on the Penrose Nelson Fischer method which is a set of calculations developed in the 1980s. He is not an expert on this however. Kaster asked if there was any documentation available as to how the risks are scored and whether any of them weigh more heavily than others. Kral provided a document that shows how the health risks are scored, a copy of which is attached.

Van Dyck asked what the plan deductible will be and it was indicated that it would be \$2,000 for single and \$4,000 for family. Van Dyck also asked what the contribution to the HRA is and the answer was \$2,100 for family and \$1,050 for single. Van Dyck asked if staff could provide a percentage of how many employees fall under each of the gold, silver, etc. plans and Miller stated that he can provide numbers from last year and they are as follows:

Employee and Family Gold -273
Employee and Family Silver -392
Employee and Family Bronze – 234
Employee and Family Standard 368
Employee and Family Tobacco – 141

Weininger noted that there was 78% utilization of the gold, silver, etc. system and Miller explained that this because under Act 10, the only thing that can be negotiated with the Sheriff's Department is the premium. This applies to 300+ employees.

Fewell questioned how this works with smaller departments such as the County Executive's Office. Since the County is self-insured, when he looks at the revenue and expenditures of the smaller departments, he would be able to tell that there are health problems of the employees in that department by the insurance premium costs that are being paid. Fewell stated that there has to be protection for the employees from the employer when it comes to actual costs. Miller stated that this is why this is done through Bellin, a third party administrator, and indicated that the County does not see the results of the assessments. Fewell noted that if he were to do an open records request on the cost for a department, he can figure out where the department is at. Lund agreed with Fewell and said that benefits should be broken out by the department but should be listed as a whole. The wages for the departments can be listed, but the benefits should not be listed by department. Miller stated that the benefit costs are not broken down by department in the Budget Book. Weininger also noted that an open records request for costs paid for health insurance premiums for a specific employee would be objected to by Corporation Counsel for HIPAA reasons.

Clancy wished it be noted on the record that he was just presented a bill from Marty Adams for out of pocket costs which was very high, however, Lund responded that we were not here to get into anybody's individual claims.

Van Dyck asked Weininger whether any calculations have been made to slit every bracket from a premium standpoint. Weininger responded that he has done those calculations. If this was done, this would increase the weighted average to about 18% depending on the claims and they are currently weighting the average around 17% so it would be another percent higher and they would take a risk and potentially have to take it from the fund balance but Weininger felt this was a risk they potentially could take.

Van Dyck stated what he is trying to weigh is that if you took everything that was proposed and slit it, so in other word if the gold premiums become the silver, the silver become the bronze, etc., how much of a difference this would make in comparison to pay. Weininger responded that if we kept gold at 12% and went from 15% to 13% for silver, 18% to 14% for bronze, 22% to 15% for standard so basically you would start at 12% and every step up would only be 1%, except for the tobaccos which would be kept at 42%, that would be an additional \$450,000. Weininger continued that if you would keep gold at 12%, the next level at 13% and the next

level at 14%, so you don't have the large variation, that in itself would be about \$450,000 . He noted that he has talked to their health consultant about this and it was the feeling that this would be taking away the drive to go from standard to gold or another level. Realistically, the goal is to try to get people conscious about their health to bring down the family and if we bring down the family, the increases can be offset. Weininger continued that what happens is when you have high claims, you have to increase the premium which could increase taxes.

Buckley advised Weininger that he would like documentation as to all of the percentages in a clear written manner that can be put out to everybody at the budget meeting. Buckley felt this comes down to how the scoring happens. He indicated that he has talked to several people in the private sector who have similar plans and he has learned that the claims come down because people do change their lifestyles to save on premiums. Buckley stated that, for example, his wife's single policy is scored at 95% – 100% is 10%, 86%-94% is 12%, 71% to 85% is 14%, 61% to 70% is 15% and there are a few more levels and then a decline participation level.

Miller stated that the goal is 86% to 100% and Buckley felt that was pretty lenient. Lund commented that Brown County is looking at running \$2.7 million dollars in the hole this year. Weininger stated that they will use fund balance associated with that. Lund asked what Weininger was told about the fund balance if we went to this system; whether it would continue to go back up or if it would expire. Weininger did not have documentation in front of him, but noted that realistically if the claims are brought down there would be additional savings which could help offset the HRA which would extend that benefit. Weininger continued that if the County continues to fund the HRA and the claims come in a lot higher, the fund balance will lessen and then a determination will have to be made as to how fund the HRA, whether it be eliminated or put on the tax rolls.

Buckley asked what the cost would be to put in a single plus one plan. Weininger stated that he will put these numbers together and provide them to the Board. Buckley noted that in the past at different insurance meetings, people who have kids that are gone favor the single plus one plan for the employee and spouse. Miller stated that that is when the costs comes in, when the people are getting older and he noted that there are still retirees on the plan and their claims experience is about 187% for the current year. Miller stated that those claims far and away exceed what they pay in. Buckley noted that a single plus one could also apply to a healthy parent and a healthy child. Weininger noted that he will make sure a rate sheet is available at the budget meeting and the insurance consultant will also be there to answer questions.

Fewell said his understanding that employee plus one does not apply to an employee plus a spouse as an employee plus a spouse would be considered a family plan. Miller stated that some employees have employee plus one as an employee and a spouse. He stated that the "plus one" can be a child or a spouse. Fewell said that under his personal insurance, if you are married, you are under a family plan, but a single person with one child is a single plus one. Lund stated that as Fewell explained is generally how he thought it was done as well. Evans also agreed with Fewell.

Clancy questioned if it would be wise to give the employees some consideration when forming these insurance plans so that the employees know ahead of time what they are facing instead of hitting them out of the blue without allowing them to give any input. He felt this would result in much better communication and it seems to him that when people are more involved they can

adjust for things. Miller stated that this is part of the plan to start for 2015. Lund felt it would have been more fair to present these issues very early in the year. Miller noted that this had been presented at the Administration Committee meeting in February and the information presented at that time is the same as what is being discussed now. Fewell did recall some discussion in February, but stated that these details were not seen until the August/September timeframe. Miller reiterated that the presentation given earlier is the same presentation being made tonight. Fewell continued that the troubling aspect of this whole thing is that this was never voted on or approved by the County Board and decisions are being made and employees are being educated on what is going to happen, but the County Board could totally change this plan.

Evans stated that he is trying to get a feel for what to do and he assumed that there would be further information presented at the budget meeting. He stated that he has had a lot of constituents contact him about this. He noted that he can appreciate that the County Executive has his budget and wants to put it forward, but the reality for the employees is that this is the way it is going, although he noted that the employees probably did not want to see it coming so fast. Evans continued that he had done some work for CESA 7 and they implemented the same type of program that is being proposed here. He stated that it is not necessarily that the County Executive or County Board is trying to push this on employees, but it is really the insurance companies that are doing this. He used the example of Allouez Fire merging with Green Bay for the reason that the only bargaining unit that Allouez had was the firemen and they could not afford to keep the rich plan they had. When CESA 7 which is also a quasi public entity was working on bids they could not even get Humana to bid on the group because Humana felt the group was too expensive. Evans continued that several other entities and municipalities as well as the private sector are going to this. He also noted that there are a number of companies that do not even offer health insurance to their employees.

Evans continued that he did not really like the way this was brought to the County Board because this is a big issue and he would have preferred to see this brought to the County Board in the February/March time frame to give the Board time to say that they like it or don't like it and then discuss it again over the summer. Evans noted that Supervisor Haefs will be speaking at the budget meeting next week and he urged the Board to take notice of what he says. Evans stated he would like to see some modification of the plan being presented now. He noted that the one thing he kept getting back from conversations with employees is the massive confusion and the mass of misinformation or non-information and he attributed this to the Administration Department. He noted that there are a lot of people out there who have incorrect information.

The other thing that Evans wanted to make very clear was that in health insurance there is no penalization of the employees. Everyone has to be incentivized because it is a fact that it is against the law to penalize employees on health insurance and Evans felt that if this is not managed correctly and if it is not communicated to the employees correctly, there may be lawsuits filed. He stated that this has to be done correctly and everyone needs to be started at the same spot and from there you can incentivize people. Evans also did not appreciate being blamed for selecting the insurance plan as we alluded to by one of the County speakers.

Vander Leest noted that in 2004 or 2005 the City of Green Bay started doing the health risk assessments and the direction was to try to reward good behavior. The premiums at that point were 5% and if an employee did not participate in the health risk assessment they paid 7.5%. He would like to encourage good behavior and he recalled some discussions of giving incentives for

employees to go to gyms and things of that nature. He stated that in the first few years after this was implemented at the City, the claims dropped. Vander Leest felt that this was being ramped up and he felt that the County should be looking at more incentives for good behavior and he would like staff to look at what else can be done to help people with things like exercising and stopping smoking. Vander Leest continued that he has had numerous phone calls and e-mails and people think these changes are coming too fast. Weininger noted that the Executive budget for 2015 includes an increase for the wellness program and they want to get that committee engaged to target the areas that employees have issues with to help address their needs. Weininger stated that they will continue looking at this. Miller also noted that they already reimburse portions of gym memberships for employees.

Vander Leest continued that the communication level with employees should also be increased. He recalled discussions last year about the tier system but it was not as in depth as what has been presented here. Vander Leest also noted that tobacco users should be encouraged to quit to help reduce claims. He also liked Van Dyck's idea of making increases a little less burdensome this year.

Streckenbach noted that the one option that has not been mentioned or talked about was what had been proposed over the last three years of a straight flat line increase in the premium. He stated they have asked three years in a row to raise the premium but he knows the County Board does not want to do that so they came to the Administration Committee in February and August and shared the plans and explained that this is the direction a lot of companies in the United States and State of Wisconsin are moving to help try to control the cost and make it a more consumer based product. Streckenbach continued that he went around to each department and asked for questions and listened to concerns. One of the things he heard quite often was about the primary care physicians being tier one or tier two and they went back to M3 and demanded that all primary care physicians be in tier one of the program. He has listened to a lot of the concerns and they are moving. Streckenbach understands that this is a living document and needs to change and they will modify it as it goes along. He continued that they heard the communications from the County Board last year and they tried to bring this forward to the Board through the Committees and were given the indication to go forward and that is what they have done. Streckenbach continued that one thing that has not been brought to the table is that everyone pay 17%. This would be another way at looking at resolving the cost of health insurance. He noted that Administration is not advocating for that, but it is one of the options that have not been considered yet.

Supervisor Kaster asked if any employees have noticed their premiums have gone down from moving to a different tier. Lund responded that this system would be started in 2015. Kaster asked if there were instances that employees could see decreases and Weininger responded that if someone comes in at 22%, and they sit down with their health coach and come up with a plan to make some changes and then get re-tested, the employee could make it into a better category. Weininger continued that the goal is to get everyone to their goal to get their premiums reduced and have claims reduced. Kaster also asked if Administration felt that 17% would be equal to all the tiers. Weininger stated that for this budget they used the weighted average for 17% so if you did 17% straight across the board you could do that.

Van Dyck indicated that he tended to agree with most of what Evans said earlier. He stated that the answers are not easy. From a communication standpoint, at least from a Board perspective, although some of this was brought up at the Committee level, not all Supervisors make it to every Committee meeting and he felt that this should probably have been presented earlier on a full Board level to avoid these last minute considerations. Van Dyck also echoed Evans in that change is difficult. He noted that he works for a company of 50 employees and they had an insurance meeting earlier in the day because their insurance is going up 19.6% if they stay with their current plan. They will be looking at alternatives and some of the alternatives were very similar to what is being described here tonight. Van Dyck noted that what he pays for his own insurance through his employer is double what is being proposed here. He does not have any easy answers, but he is hopeful that this be looked at as creatively as possible before the budget meeting. He felt that some decisions may not be popular but there may be options that may have less of an impact to the overall group. He also questioned retiree benefits and felt that this may be a place they could look at as far as cost impact. Van Dyck also agreed with Vander Leest in that this may be going too far too fast and he would like to see if there is a way to soften this and what that impact would be. Weininger noted that they are looking at all options and are trying to design something that keeps costs as low as they can.

Erickson felt that this was dropped on the employees a little too quickly and he would have liked to see a better flow to this. Plans like this have been in the private sector for years. Erickson indicated that people he worked with before his retirement were under their wives' plans and had to participate in health assessments and make lifestyle changes to get their rates down or keep the rates down. Erickson stated that he can feel the employees' pain when their premiums go up, but there are family plans in this program that are being offered by the County that are less money than what some people pay for single plans in the private sector. Erickson continued that he agreed with Evans in that there is some middle ground where options can be looked at. He stated that he has had conversations with Weininger and Weininger knows how the majority of the Supervisors feel as well as having enough conversations and e-mails from the employees to know where the employees are coming from. Erickson knows that Weininger continues to work on this and is hopeful to have more information before the budget. Erickson would like to make the request that the comparisons, current rates and current percentages that were talked about as well as the options be presented in black and white prior to the budget meeting so the Supervisors can review it. Weininger stated that he had no problem doing this but also asked that if any of the Supervisors want a specific rate or percentage calculated, to ask him as soon as possible so he can put the information together. Erickson would also like to know what the bottom line effect on the budget is for all of the options.

Weininger reported that if this was moved forward to 2016, the costs would be roughly \$1 million dollars. He stated that they have not been just focusing on this plan; they have also looked at the possibility of going to the State plan and they have also looked at a cash payout to allow employees to go out to the exchanges to look for their own coverage. Administration has had quite a bit of time to look at other alternatives other than this tiered system however being self-insured they have found that this system would be the least expensive.

Buckley agreed with Erickson in that there are people on the family plan here that are paying less than some people in the private sector pay for single plans. Buckley felt the rates are still very good at the County. With regard to the option of going to the straight 17%, Buckley asked if that would possibly hurt employees the following year. Miller responded that there is that potential and the County would also lose the incentives to try and catch the diabetes,

cholesterol and other health risks which would cause the claims to rise. Buckley said that everyone knows that healthcare costs are going to continue to rise so if we take one more year and have a bad year and then next year's tiers are being based off the bad year, it will result in higher premiums. Weininger agreed with this. He also noted that if you go to a straight 17% and the claims are not brought down, given the strength of the fund balance with the HRA, the HRA will go away sooner. The goal is to try to keep that as long as possible for the employees and one way to do that is to manage claims better which means having healthier employees.

Fewell stated that he was frustrated because everyone knew that a number of employees would be showing up to this meeting and they should be able to get their questions answered and he was disappointed that this was not the case. He still thinks there are alternatives that are different than the percentages proposed. He noted that one of the teachers' unions just came through and looked at an agreement with regard to health assessments and if you did the assessment you paid 15% in premiums and if you did not do the assessment you paid 20% in premiums or something like that. Fewell continued that a \$15 copay is pretty inexpensive. You could look at that copay and ask what the savings would be if the copay was \$30 for tier one which really would not be out of line for a copay. You could also look at what the savings would be if we were to look at the health assessments and if you did do a health assessment you paid 15% and if you did not do the health assessment you paid 20%. Fewell felt these were types of things that needed to be looked at and every time the Board asks about this they are told they cannot do that. One of the responses he has heard is that the County has to slowly educate the employees but Fewell felt the employees know what is going on. Fewell continued that the County should have moved to high deductible plans a lot sooner than they did. He continued that in looking at cutting utilizations that would have cut down on premium rates because people would have been paying a significant amount of money out-of-pocket that would cut down on utilizations. Fewell noted that he has a high deductible plan but does not have any copays so he has to pay the entire deductible out-of-pocket and also still has to pay his premiums. He felt that in looking at copays, if we were to double the copays and things like that, there would be cost savings as people would think twice whether they needed to go to the doctor or not. Fewell is saying that he feels that there are other alternatives that need to be looked at. The whole idea of health insurance is to spread the cost over everyone but what we are looking at is trying to take the cost and the healthier people are going to pay less and the less healthy people are going to pay more.

Weininger addressed the copays that Fewell brought up and noted that they can look at some changes in this. He noted, however, that one of the reasons they structured the copays the way they did is because they are trying to empower the employees to be more consumer minded to choose more wisely so they go to less expensive options for treatment. This helps both the County and the employee.

Fewell continued that maybe the employees do want the lower copays but if you are not someone who goes to the doctor often, you may not care what the copay is. Fewell stated that if the copay is \$40 an employee would think about the care they wanted to receive. Lund advised Fewell to bring any types of options he wanted to look at to Weininger prior to the budget meeting. Fewell noted that in the past, the Board was told many times by M3 that alternatives could not be done. He felt that since the County is self-insured they can do what they want. He stated that there are a lot of plans out there and a lot of options and he felt that they should all be explored.

Buckley suggested that Lund recommend that this insurance issue be the first item that is handled at the budget meeting. Lund agreed and indicated that he would advise Chair Moynihan in this regard.

Motion made by Supervisor Evans, seconded by Supervisor Vander Leest to refer Item 1a to the full County Board. Vote taken. MOTION CARRIED UNANIMOUSLY

Non-divisional Budgets

2. County Executive – Review of 2015 department budget.

County Executive Troy Streckenbach indicated that the budget he is presenting for his office is a cost to continue budget.

Motion made by Supervisor Erickson, seconded by Supervisor Vander Leest to approve the County Executive budget as presented. Vote taken. MOTION CARRIED UNANIMOUSLY

Non-divisional Budgets

3. Board of Supervisors - Review of 2015 department budget.

Lund indicated that Chairman Moynihan included \$15,000 for a survey in place of the listening sessions that have been held in the past. Lund stated that there would be the option to take that out and continue with the listening sessions, but noted that the listening sessions were generally not well attended and not that well received, although they did not cost anything. Van Dyck thought that UWGB had recently done a community survey and Lund agreed. Vander Leest stated that he holds listening sessions and surveys in his district and he felt that this was something that was up to each individual supervisor. The survey money is included in the professional services line which is \$15,216. Lund reiterated that Moynihan had advised him prior to this meeting that he had added \$15,216 to do an RFP for possibly doing a survey.

Streckenbach explained that there were conversations following the listening sessions with the group that met both from administration and Supervisor Robinson and there was a suggestion to potentially do a survey to further understand specifically what needs the County should be addressing in the future. That is how the recommendation came about to place \$15,000 in the County Board budget to be able to have a survey done. Streckenbach wanted to make it clear that this was not just done by Chair Moynihan, but that it was a group effort that was decided after review of the listening sessions. Lund felt \$15,000 could have done a lot for other programs and he would rather not spend this money on a survey. He indicated that he has his contact information available for anyone who wants to get information to him.

Buckley felt that large companies, small companies and Fortune 500 companies invest money in doing surveys so to get a better idea as to how to serve their customers. Lund felt there were less expensive ways to do it and felt a survey could be put on the website. Buckley felt if a business is serious in wanting to know what the public wants you to do, you have to invest money and cannot keep cutting everything.

Motion made by Supervisor Vander Leest, seconded by Supervisor Evans to delete \$15,216 from professional services. Vote taken. Ayes: Vander Leest, Lund, Erickson, Evans Nays: Fewell, Buckley. MOTION CARRIED 4 to 2

Motion made by Supervisor Vander Leest, seconded by Supervisor Evans to approve the Board of Supervisors budget as amended. Vote taken. Ayes: Lund, Erickson, Evans, Fewell, Vander Leest Nay: Buckley. MOTION CARRIED 5 to 1.

County Executive Salary

4. Resolution re: Establishing the Salary of the County Executive an Elected Official.

Lund noted that because there will be an election for County Executive in 2015 the salary needs to be set.

Erickson put a few numbers together and has several ideas. His first idea is for the year 2015 to give a 1% increase and then likewise subsequent 1% increases for the years of 2016, 2017 and 2018.

Erickson's other idea, which he believes is in all fairness and is understandable, would be to give the 1% increase for the year 2015 and then for 2016, 2017 and 2018 have an annual review by the Executive Committee to determine the salary. Lund noted that that was not possible and the salary has to be set.

Erickson provided the following dollar amounts for his first proposal: 2015 - \$89,018, 2016 - \$89,908, 2017 - \$90,807, 2018 - \$91,715.

Evans stated that he will not support Erickson's proposal. He felt this goes back to the fact that the Board does not believe the Supervisors should be getting any raises or given insurance benefits. It bothers him that the people do not realize that the County Board is equal to the County Executive in government and he urged the rest of the Committee to vote against this.

Buckley felt that if any of the Supervisors were on the Board for the money they were in the wrong job. He felt that the County Executive position deserved to be paid more than they are now, but he does not feel that that position should be receiving any more of an increase than the employees are given. He would like to see the employees get a 1% percent increase over the next four years if that is what the Executive is given.

Motion made by Supervisor Erickson, seconded by Supervisor Buckley to increase the County Executive Salary by 1% per year as follows: 2015 - \$89,018, 2016 - \$89,908, 2017 - \$90,807, 2018 - \$91,715. Vote taken. Ayes: Vander Leest, Lund, Erickson, Buckley Nays: Fewell, Evans MOTION CARRIED 4 to 2

Resolutions, Ordinances

5. Resolution Approving New or Deleted Positions during the 2015 Budget Process (Administration).

Motion made by Supervisor Buckley, seconded by Supervisor Erickson to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

6. Resolution Approving New or Deleted Positions during the 2015 Budget Process (District Attorney).

Miller stated that there was a typographical error in this resolution. The words "extra help" need to be deleted from Page 2 of the Resolution under the Now, Therefore clause.

Motion made by Supervisor Buckley, seconded by Supervisor Vander Leest to approve as amended. Vote taken. MOTION CARRIED UNANIMOUSLY

7. Resolution Approving New or Deleted Positions during the 2015 Budget Process (Health).

Motion made by Supervisor Vander Leest, seconded by Supervisor Erickson to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

8. Resolution Approving New or Deleted Positions during the 2015 Budget Process (Human Services – Community Programs).

Motion made by Supervisor Evans, seconded by Supervisor Vander Leest to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

9. Resolution Approving New or Deleted Positions during the 2015 Budget Process (Human Services – Community Treatment Center).

Motion made by Supervisor Evans, seconded by Supervisor Vander Leest to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

10. Resolution Approving New or Deleted Positions during the 2015 Budget Process (Land and Water Conservation).

Motion made by Supervisor Erickson, seconded by Supervisor Vander Leest to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

11. Resolution Approving New or Deleted Positions during the 2015 Budget Process (Museum).

Motion made by Supervisor Vander Leest seconded by Supervisor Buckley to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

12. Resolution Approving New or Deleted Positions during the 2015 Budget Process (Public Works).

Miller provided the Committee with an amended resolution (attached) reflecting the motion made at PD&T to eliminate a Superintendent – Highway, and modify the Highway Crew to 5.0 FTE at \$231,580 and Fringe at \$75,830 for a total of \$307,410.

Landwehr reiterated concerns he brought forward at the PD&T committee meeting, speaking specifically to the Highway Crew FTEs and noted that in 2013 they had 61 highway crew members that were budgeted and filled. If they divided it out by state highway miles, it came to one employee for every 11.7 miles. In 2014, they bumped that number up by four additional highway crew members which put them at 65. For 2015, they were looking to bump that up by an additional four or five to 69 or 70. When you do the math, even with more highway lane miles, the math did not come out. The 2013 Budget Book states 713 miles of state highway miles, 2014 – 766 miles, 2015 – 797 miles. He was unsure why they were adding so many

additional highway crew members. He had brought this up to the Public Works Department and asked for some feedback, he had heard nothing. Landwehr questioned if they needed to add four or five as he felt two or three should suffice based on the numbers.

Erickson hasn't seen the figures yet but informed that some of the lane miles were actual miles. In one location there were 13 lanes wide with all the new construction. Buckley questioned if each lane had their own mileage calculation. Erickson believed the miles were total, in length. Landwehr, for clarification, if Hwy 41 had an actual length of two miles and it was four lengths wide, wouldn't that be eight lane miles. Lund agreed.

Public Works Engineer Paul Fontecchio provided pictures from the Hwy 41 construction project which included US 41 facts (attached) and spoke to it. Orange Road to Lineville Road (centerline length) was 14 miles of US 41 reconstruction. Referring to the diagram, the picture of between Mason and Shawano, there were places where it was 13 lanes wide. So when you calculate it out, there was about 82 new lane miles on Hwy 41, travel lanes. 66 new barrier shoulder miles – 41 was a 4-lane road with a rural shoulder and they could blast the snow off. Now with all of the barriers up, it was a lot more time consuming. It wasn't just a matter of the mileage, it was also the time. Contributing to that was 24 new multi-lane roundabouts which didn't include the four new roundabouts on FF and 29. There was additional mileage there that wasn't included in this info. There were eight "flyovers" – the equivalent of 4 lane bridge decks (two lanes and wide shoulders) that could not have the snow plowed over the edge – must be plowed to end for removal. From a time consuming point of view, five was a minimum that they felt they would need to handle the snow removal adequately. This was also for the 2015 budget, by next fall they will have a whole year of construction and more lanes open.

Van Noie stated their pay will increase. There were a couple elements to it, one was state revenue, he believed it was over \$300,000 and then there was also another general transportation aid which was somewhere in the same neighborhood in terms of additional revenue. The five people would be paid by the state. Buckley questioned if they will have trucks and fuel for five more vehicles. Van Noie responded that they had more than enough trucks, not enough personnel. Buckley questioned the cost of maintenance and fuel for each truck for each season. Van Noie stated they already maintained various trucks. Fontecchio informed that the charge out rate for the state included all of that; it went against the \$300,000. Buckley stated that were using five additional trucks with five additional employees, what was the overall budgeted costs other than the employee part. Van Noie believed the hourly rate was \$87 an hour for a man and equipment, which included equipment, fuel, repairs, the manpower and fringe benefits. That's how they based their revenue calculation for the county.

Van Noie anticipated they will have to add five sections on to cover 29 and 41 and if they had to work overtime. They had a tremendous amount of overtime in the last two winters and hopefully this would alleviate some of that. To build off of that, Fontecchio stated that some of the winter storms that he had been on-call managing, they had run into a labor shortage. The guys worked 16 on, 4 off, 16 on, 4 off and they had a tough time during the overnight hours. They tried to let people go home and rest for a few hours. They might have three or four people covering the whole county. It wasn't the equivalence; it was the manpower that they had been shy on. They were at a point where their level of service would be impacted.

Fleet Manager Tony Elfe informed that trucks were paid for by time and material by the state. It wasn't that the county paid more, whenever a truck went out it was billed out by the hour at

the state rate. If they had trucks sitting in the shop they didn't get paid, when they had men to put in them, they generated revenue which came back to the county through the machine revenue. Every machine had a rate. Buckley questioned if they had anything on paper that showed that they were actually coming to a positive, how much it impacted their budget. Van Noie informed that they had included it all in their budget; it just wasn't broken down in a summary. Buckley would like it all broken down by budget.

Fewell stated that when they had crew out there, they had to have a supervisor on duty. It was Fewell's understanding that they had been short on supervisors, working them into the ground and they don't get overtime because they were salaried employees. He couldn't understand how PD&T was suggesting not adding a supervisor when they were already in trouble with supervisor positions. They had supervisors that were working upwards of 80 hours in a week and they were getting paid their salary and someone driving a truck that was getting paid overtime was making far more money than the person supervising them. That was an inequality to him. He wanted to know the rational and where they were at with supervisors right now. Van Noie informed that they were going to look at a different method this year. In the past they had been running it Sunday through Saturday; one supervisor was getting the burden including the whole weekend. They were going to try a couple different things this year. One was split the weekend. Another was allowing foreman to come in on-call and add more people to the call list from a supervisory perspective. Fontecchio added that there was a lot of time that went in when you were a supervisor on-call for a supervisor. The foreman idea, you still had your superintendent that would be on-call for the week, but you would have a foreman come in and augment it, so someone could get sleep. He felt that will help. They will have another person but it was more like a backup, so it's managed correctly. He felt that would work very well based on his experience. The foreman would be the acting supervisor and would get \$1 an hour.

Landwehr stated one of his frustrations was that this was the first he had heard of any of this, etc. None of this had come to PD&T and he wished they would communicate more with the committee so some of these could be worked out. They all agree that last winter was hell, he agreed with that but from a budgeting standpoint, they couldn't look at that, they had to look at the average snowfall, the average winter and based on the averages and the average number of miles they had, that's what he wanted it based off of.

Van Dyck stated he agreed with Landwehr's earlier points, he felt they needed to come up with something so that measurements were more consistent. Fontecchio informed that some of the lane miles were an estimate because it was in the middle of construction. He had asked the DOT and was hoping they would have a better number by budget time. Even they don't have a good handle on lane miles because no one asked for that.

Buckley questioned what they were doing from May through October with the five additional guys. Van Noie informed that they had about \$1M left on the table from state and municipal revenue. There was a lot of work that they hadn't accomplished this year; there was a fund of monies available for them if they had the people that they could direct to their debt. In the last quarter they were probably try to realize a substantial chunk of that. There was going to be so much money left that the state would permit them to do work for them, just left over from this budget. On top of that, the general transportation aid and the revenues for next year were increasing by \$600,000. A lot of that was summer maintenance, some of it was winter maintenance for snow removal, and others were winter maintenance for rubberizing and things

like that. These positions will be funded by revenue from state and possibly if needed from municipalities.

Buckley questioned how many hours a week people were working in the summertime. Van Noie informed that this year they worked a considerable amount of overtime. They had a lot of bad weather situations and had a lot of work. It was Buckley's opinion that the less on the payroll the better, he didn't want them sitting around all summer either. Van Noie stated that other people could do the work but they would have to increase budget because people were going to charge them a lot more money.

Erickson informed that one thing that was not going to happen this year that had happened the last three/four years, there were park employees that came over and worked in the Highway Department during the winter months. It wasn't too many years ago that they were state required to have two drivers on a plow, so their workforce, if he was correct, was down from quite a few years ago because of that. There were a couple factors there. They might be creeping up but they weren't creeping up to where it used to be.

With regard to the average snowfall per year, Clancy felt that they should have something in reserve in case something does happen and they need to put on additional people. He felt it was a good idea to have something on board now so that they could cover it if things went bad. If supervisors wanted their phones ringing off the hook, it was due to bad weather. Lund informed that he understood that. If the snow didn't get plowed, people will be really upset.

Buckley questioned if they needed five versus two or three. Van Noie felt five was a minimum as they felt it may be more for the 2016 budget.

Motion made by Supervisor Vander Leest, seconded by Supervisor Erickson to approve as amended. Vote taken. Ayes: Vander Leest, Evans, Erickson, Lund, Fewell Nay: Buckley
MOTION CARRIED 5 to 1

13. **Resolution Approving New or Deleted Positions during the 2015 Budget Process (Register of Deeds).**

Miller provided the Committee with an amended resolution, a copy of which is attached.

Motion made by Supervisor Erickson, seconded by Supervisor Vander Leest to approve as amended. Vote taken. MOTION CARRIED UNANIMOUSLY

14. **Resolution Approving New or Deleted Positions during the 2015 Budget Process (Sheriff).**

Motion made by Supervisor Buckley, seconded by Supervisor Erickson to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

15. **Resolution Approving New or Deleted Positions during the 2015 Budget Process (Technology Services).**

Motion made by Supervisor Fewell, seconded by Supervisor Buckley to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

16. **Resolution Approving New or Deleted Positions during the 2015 Budget Process (Zoo and Park Management).**

Miller provided the Committee with an amended resolution, a copy of which is attached.

Motion made by Supervisor Vander Leest, seconded by Supervisor Buckley to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

NON-BUDGET REVIEW

Vacant Budgeted Positions (Request to Fill)

- 17. **Airport – Maintenance Mechanic - Vacated 11/10/14.**
- 18. **Child Support – Child Support Supervisor - Vacated 10/31/14.**
- 19. **Human Resources – Payroll Specialist - Vacated – 10/27/14.**
- 20. **Public Safety Communications – Office Manager I - Vacated – 10/30/14.**
- 21. **Public Works Highway – Operations Manager - Vacated – 10/24/14.**

Motion made by Supervisor Erickson, seconded by Supervisor Vander Leest to suspend the rules and take Items 17 – 21 together. Vote taken. Ayes: Lund, Erickson, Evans, Vander Leest, Fewell Nay: Buckley. MOTION CARRIED 5 to 1

Motion made by Supervisor Erickson, seconded by Supervisor Evans to approve Items 17 – 21. Vote taken. Ayes: Lund, Erickson, Evans, Vander Leest, Fewell Nay: Buckley. MOTION CARRIED 5 to 1

Communications

- 22. **Communication from Supervisor Dantine re: To have Administration look into the problem of employee parking and its cost and report back. *Held for a month.***

Motion made by Supervisor Fewell, seconded by Supervisor Evans to hold for one month. Vote taken. MOTION CARRIED UNANIMOUSLY

- 23. **Communication from Supervisor Lund re: To show all committee actions on the County Board agenda. *Referred from August Exec Cmte.***

Motion made by Supervisor Vander Leest, seconded by Supervisor Erickson to hold until December meeting. Vote taken. MOTION CARRIED UNANIMOUSLY

- 24. **Communication from County Board Chairman Moynihan re: A request for the repeal of Ordinance 2.13(4)(h); In find this to be an unnecessary mandate in regard to the formulation of the County Board agenda. *Referred from October County Board.***
Motion made by Supervisor Evans, seconded by Supervisor Vander Leest to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Reports

- 25. **County Executive Report.**

Motion made by Supervisor Buckley, seconded by Supervisor Fewell to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

26. Internal Auditor Report.

a) Board of Supervisors Budget Status Financial Report for September, 2014.

Motion made by Supervisor Fewell, seconded by Supervisor Buckley to receive and place on file.

Vote taken. MOTION CARRIED UNANIMOUSLY

b) Veterans' Recognition Subcommittee Budget Status Financial Report for September, 2014.

Motion made by Supervisor Erickson, seconded by Supervisor Evans to receive and place on file.

Vote taken. MOTION CARRIED UNANIMOUSLY

27. Human Resources Report.

Motion made by Supervisor Buckley, seconded by Supervisor Vander Leest to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Other

28. Such other matters as authorized by law. None.

29. Adjourn.

Motion made by Supervisor Vander Leest, seconded by Supervisor Evans to adjourn at 8:45 p.m.

Vote taken. MOTION CARRIED UNANIMOUSLY

Respectfully submitted,

Therese Giannunzio
Recording Secretary

Brown County Board of Supervisors

DRAFT Portable Computing Proposal

October 2014

Prepared by August Neverman, CIO, Technology Services



Introduction

Throughout the entire country and many Wisconsin of Counties, cities and other public boards are moving away from paper to electronic operations. They are all moving to computers, and a majority are specifically moving to iPad tablets as their mechanism for board operations.

Value

There are many benefits from the use of mobile computing devices for County Business for the Board of Supervisors.

1. **Open Records Compliance.** The device would be County owned and gives supervisors a single device that eliminates the risk of a personal computer or email from being subject to open records.
2. **Central Access.** All County email and County voicemail would be delivered to this device.
3. **Security.** The device would be County managed and therefore all County data will be protected.
4. **Cost Savings.** There is some cash savings in the elimination of printing and mailing of the agendas for each of the committees.
 - a. Annual Postage: 2013 \$2,713; 2014 YTD \$1,450.
 - b. Annual Printing: 2013 \$4,340; 2014 YTD \$2,183.
 - c. Likely avoidance of additional postage and printing related to further distribution of printed records as requested by numerous supervisors.
5. **Productivity.** Supervisors will have immediate access to records, avoiding the need for follow-up meetings and eliminating confusion. The supervisor will have full county records access anywhere they have wireless internet access.
6. **Better Decisions.** Since information access will be streamlined, and information will be accessible anywhere the supervisor has Internet access.
7. **Positioned for the future.** Should the board support a product such as Granicus for County Board operations in the future, the tablets would be able to support that software.
8. **Ensures public access.** By focusing on web based distribution, the public will receive the benefit of having the same public records access as the board members.

As noted there are numerous other Wisconsin cities and Counties using iPads listed in Attachment 3.

COST

Assuming no Cellular Data

PRODUCT ONLY cost is \$20.5k 1st year and \$4.5k annually

LABOR ONLY cost is \$10.5k 1st year and \$7k annually

COMBINED TOTAL COST is \$30k 1st year and \$12k annually.

If this is treated as a perpetual cost it would be \$30k up front and \$17k annually forever

Current State of Mobile Devices for General County Staff

Brown County is updating a program and policy (A-14) for employees that permit personal devices as long as they are County managed & protected. The employee may or may not receive a stipend. If the employee needs a device based on Department Head need, they will receive the stipend. If the employee is requesting access and there is no departmental need, the employee may still get email/calendar access if the Department head approves; however there is no stipend. If the employee does not want to use a personal device and a device is required the employee will be provided a County mobile device.

What is Granicus?

Granicus is software company that has a number of tools to improve government operations, specifically board operations. The software runs the board meeting agendas through an iPad for each Supervisor. It manages Agenda & Minutes, encourages citizen collaboration, meeting scheduling, document management, fosters video webcasting, and streamlines Online research. The four categories of improvement are

- Government Transparency
- Citizen Participation
- Meeting Efficiency
- Legislative Management

Who uses Granicus? It is currently used in Wisconsin for: Calumet County, City of Milwaukee, City of Appleton, Sauk County, Manitowoc, and City of Superior.

From their website: "Currently, Granicus manages the world's largest and most reliable legislative content network—containing more than 5 million government media files and public records and maintaining a 99.98% uptime track-record."

We also have 20,000+ government users currently leveraging our technology to successfully run their day-to-day government information tasks including webcasting public meetings, managing and delivering legislative information, collaborating with citizens, and more."

Cost: Granicus is estimated at \$100k to \$200k up front and \$20k to \$40k annually.

Granicus Reference:

- Appleton <http://www.granicus.com/info/public-meeting-process-efficiency/>
- For more information see www.granicus.com

Security Recommendations

Consolidate Email

As a government entity Brown County is required to provide open records compliance. If we centralize all email through Brown County we can meet that requirement. We expect to be complete with the email upgrade by March 2015, and will then implement an archive tool for email, with estimated completion of Sept 2015.

Email, voicemail, texts, and instant messaging that refer to county business are considered public record, especially if decisions or recommendations are made using any of those media types. As Chief Information Officer and Information Security Officer (ISO) I will require all County representatives to use *username@co.brown.wi.us* email instead of gmail, Yahoo or other non-governmental email.

I strongly recommend that the County Board set a requirement through ordinance, rule or policy for Supervisors to use Brown County provided email for all County business. This is to ensure freedom of information requests / open records requests can be met, as noted.

A supervisor could access County email using any web enabled device to connect to the county email system (anything with a browser could access the county email service). Email retention would be automatic through our email archiving which will be live by approximately May 2015.

The open records requirements increase the value of purchasing tablets for supervisors for County business. That device could be preconfigured with the email service, and provide email, documents, calendar and related information. It would have security enabled to protect content, and could ensure access to critical documents. Eventually the table could provide even higher functionality using a tool like Granicus.

Consolidate Voicemail

By late 2015 or early 2016, I suggest the board also move to a County based phone number. That phone line could be forwarded to any other phone number (ie cellphone, home phone and so on) allowing the supervisor to keep existing phones. This process would still record and meet open records call retention law/requirements/ordinances. It also would keep voicemail in County systems which would preserve open records requirements. This would be available by roughly summer 2015. The voicemail would show up as email in the county email system, so even if they supervisor were away, the messages would be available via any browser.

Attachment 1: References

Marathon County, Wausau, WI (iPad)

<http://wsau.com/news/articles/2014/may/21/marathon-county-board-goes-paperless-with-ipads/>

Milwaukee County, WI (iPad and PC)

<http://www.jsonline.com/news/milwaukee/county-pays-35000-for-new-ipads-computers-for-supervisors-b99195753z1-243255331.html>

Douglas County, Superior WI (iPad)

<http://www.douglascountywi.org/Archive/ViewFile/Item/2958>

Jefferson County, (reviewing iPad and Chromebook)

http://jeffersoncountyapps.jeffersoncountywi.gov/jc/public/customPrograms/weekly_meeting.php?file=/UserFiles/County%20Board/files/Minutes/2014/ADMIN%20RULES/05-28-2014.pdf

Chippewa County, iPads

<http://www.co.chippewa.wi.us/about-us/greetings-from-county-board-chair>

Calumet County, iPads – Using GRANICUS

http://calumet.granicus.com/MediaPlayer.php?view_id=2&clip_id=97

Sheboygan County, iPads & IQM2

<http://www.iqm2.com/News/View.aspx?ID=1134>

Sauk County, iPads and Granicus

<https://www.co.sauk.wi.us/>

Attachment 2: Brown County Device Comparison Table

Brown County Device Comparison Table				
	Android	iPad	Windows	Chromebook
Multiple Browsers	✓	✓	✓	✗
Does NOT require Anti-Virus	✗	✓	✗	✓
Java Support	✓	✗	✓	✗
Long Perceived Runtime	✓	✓	✗	✓
Keyboard	Optional	Optional	✓	✓
Touch	✓	✓	Optional	Optional
Market Share 2013	12.8%	23.2%	50.0%	14.1%
BC TS Recommendation	2nd	1st	3rd	NO
Device Cost	\$548	\$599	\$1,415	\$339
TCO	\$520	\$520	\$851	\$520 * ^{est}
		Recommended		

1a

Confirmed	Type	Summary	Detail	3-5yr Cost	Annual Cost	Notes
✓	Device	Original iPad Purchase Cost \$599 + \$13.99 case	iPad	\$612.99		Required
✓	Labor	Initial iPad Image Setup Labor at \$34.20/hr	1 hour	\$34.20		Required. Estimating 40 hours to create the "tablet image" and then one hour per device to deliver to Supervisors so \$1368 to create the initial image (and recreate updates).
est	Licensing	Anti-Virus	Software		\$35.00	Not currently required for the iPad, but will likely be required in the near future with new attacks. Currently there is a version of Kaspersky for the Android
✓	Licensing	AirWatch Security License	Software		\$55.00	Required; Mobile Device Management - meets HIPAA/open records, PCI and other security controls
✓	Licensing	Microsoft Office 365 (web access to full office features)	Software		\$72.00	Optional; suggesting as we are recommending Supervisors should do all correspondence using Brown County email
est	Cellular	Annual 4G LTE Cellular Data Estimated Support Labor at \$34.20/hr with 8 hours per year	\$60/mo		\$720.00	Optional but not recommended Required; however is an estimate only, we are guessing 20% of an FTE could be as low as 10%. This includes application support, device support, user support, patching, Airwatch maintenance and related email/system support;
est	Labor	Subtotal for 1 device	8 hours	\$647.19	\$1,155.60	
		subtotal for 26 devices		\$16,826.94	\$30,045.60	
est	Labor	Default image - labor hours	80	\$2,736.00		Required: initial setup, policy creation, software builds and image builds; this is a single cost regardless of the number of devices
	Device	Spare Units for breakage			\$1,225.98	Assumes 2 replacements per year
	raw costs	1st year and 3/5 yr recurring for 26 iPads		\$49,608.54		Combines annual cost with 1st year
	raw costs	Annual recurring between updates for 26 iPads			\$31,271.58	Only ongoing operating and INCLUDES cellular data
IF WE ELIMINATE THE CELLULAR DATA AGREEMENTS - THE COSTS DROP by \$720/device per year						
	raw costs	1st year and 3/5 yr recurring for 26 iPads		\$30,888.54		Combines annual cost with 1st year WITHOUT CELLULAR DATA
	raw costs	Annual recurring between updates for 26 iPads			\$12,551.58	Only ongoing operating WITHOUT CELLULAR DATA
Assuming a 3yr cycle 3yr Replacement Cycle						
				\$30,888.54	\$18,663.90	This would recur forever and would cover the new hardware every 4th year - so no big hit; this matches way the desktop replacement plan works
					\$717.84	per device per year as long as the program is supported

1a

Health Plan Performance Monitor Prepared for Brown County May 2009



I. REPORT PARAMETERS

A. Medical Administrator:
B. Prescription Drug Administrator:
C. Reinsurance Carrier:
D. Specific Stop-Loss Deductible:

UMR
Innoviant
ING
\$300,000

Employer Rates used for Calculating Health Premiums*:

Single \$619.70
Family \$1,610.12

II. PLAN EXPERIENCE

		FIXED COST ANALYSIS				VARIABLE COST ANALYSIS				TOTAL PLAN COSTS		ENROLLMENT		TOTAL CONTRACTS
Month	Year	Provider Network Fees	Administration	Reinsurance Premiums	TOTAL FIXED COSTS	Medical Paid Claims	Prescription Drug Costs	Reinsurance Recoveries	TOTAL VARIABLE COSTS	TOTAL PLAN COSTS		Single Contracts	Family Contracts	
January	2009	\$14,841	\$32,536	\$28,456	\$75,833	\$1,263,712	\$215,323	\$0	\$1,479,035	\$1,554,867		475	952	1,427
February	2009	\$14,799	\$32,444	\$28,371	\$75,614	\$1,814,917	\$236,111	\$0	\$2,051,027	\$2,126,642		474	949	1,423
March	2009	\$14,799	\$32,444	\$28,337	\$75,580	\$2,197,666	\$222,114	\$0	\$2,419,779	\$2,495,360		476	947	1,423
April	2009	\$14,758	\$32,353	\$28,319	\$75,430	\$1,467,716	\$280,441	\$0	\$1,748,157	\$1,823,587		471	948	1,419
May	2009	\$14,903	\$32,672	\$28,542	\$76,117	\$1,589,340	\$191,774	\$0	\$1,781,113	\$1,857,231		479	954	1,433
June	2009													
July	2009													
August	2009													
September	2009													
October	2009													
November	2009													
December	2009													
TOTALS		\$74,100	\$162,450	\$142,025	\$378,575	\$8,333,350	\$1,145,762	\$0	\$9,479,112	\$9,857,687		2,375	4,750	7,125

III. KEY INDICATORS

Average Single Enrollment:
Average Family Enrollment:
Average Total Enrollment:

475
950
1,425

Total Plan Costs:
Projected Plan Costs:
Dollar Difference:
Funding Loss Ratio:

\$9,857,687
\$9,119,857
(\$737,829)
108%

Fixed Costs per Employee per Year*
Variable Costs per Employee per Year*
Total Costs per Employee per Year*

\$638
\$15,965
\$16,602

* Data is annualized for Comparison Purposes

Disclaimer: This analysis is not intended to replace the Aggregate Excess Loss Report as prepared by your medical administrator.

Disclaimer: This report does not reflect In-Direct expenses such as printing, postage, and departmental costs.

* Represents a weighted average of PPO and HSP plans

Marty Adams re
Health Insurance

6/16/2009

Rate Comparison

	Total Premium		12% Employee Share		Premium Employee
	<u>2015</u>	<u>2014</u>	<u>2015</u>	<u>2014</u>	<u>Cost</u>
Annual					
Single	6,228	6,228	747	747	0
Family	16,584	16,584	1,990	1,990	0

	Total Premium		15% Employee Share		Employee Cost
	<u>2015</u>	<u>2014</u>	<u>2015</u>	<u>2014</u>	
Monthly					
Single	519	519	78	62	16
Family	1,382	1,382	207	166	41

	Total Premium		12% Employee Share		Employee Cost
	<u>2015</u>	<u>2014</u>	<u>2015</u>	<u>2014</u>	
Annual					
Single	6,228	6,228	934	747	187
Family	16,584	16,584	2,488	1,990	498

	Total Premium		18% Employee Share		Employee Cost
	<u>2015</u>	<u>2014</u>	<u>2015</u>	<u>2014</u>	
Monthly					
single	519	519	93	62	31
Family	1,382	1,382	249	166	83

	Total Premium		12% Employee Share		Employee Cost
	<u>2015</u>	<u>2014</u>	<u>2015</u>	<u>2014</u>	
Annual					
Single	6,228	6,228	1,121	747	374
Family	16,584	16,584	2,985	1,990	995

	Total Premium		22% Employee Share		Employee Cost
	<u>2015</u>	<u>2014</u>	<u>2015</u>	<u>2014</u>	
Monthly					
Single	519	519	114	62	52
Family	1,382	1,382	304	166	138

	Total Premium		12% Employee Share		Employee Cost
	<u>2015</u>	<u>2014</u>	<u>2015</u>	<u>2014</u>	
Annual					
Single	6,228	6,228	1,370	747	623
Family	16,584	16,584	3,648	1,990	1,658

	Total Premium		42% Employee Share		Employee Cost
	<u>2015</u>	<u>2014</u>	<u>2015</u>	<u>2014</u>	
Monthly					
Single	519	519	218	62	156
Family	1,382	1,382	580	166	414

	Total Premium		12% Employee Share		Employee Cost
	<u>2015</u>	<u>2014</u>	<u>2015</u>	<u>2014</u>	
Annual					
Single	6,228	6,228	2,616	747	1,869
Family	16,584	16,584	6,965	1,990	4,975

INS.

How Your Health Risks are Scored

Nicotine Use

	Minimal	Moderate	Medium	High	Extreme
Actual lab result	Negative	Negative	Negative	Negative	Positive
All participants	Never or Quit 24+ months	Quit 18-24 months	Quit 12-18 months	Quit Now-12 months	Current Tobacco Use
Points	24 points	24 points	24 points	24 points	-6 points

Body Weight

All participants

	0 Lbs Over Wt	1-10 Lbs Over Wt or BMI 16.5 – 18.4	11-20 Lbs Over Wt or BMI 15.5 – 16.4	21-40 Lbs Over Wt or BMI 14.5 – 15.4	41 or More Lbs Over Wt BMI 13.5 – 14.4 or BMI <13.5
Points	12 points	9 points	6 points	3 points	0 points

If your weight was too high, you could have received higher points due to a better body fat score.

If your weight was too low (less than 18.5 according to Body Mass Index) you gradually lost points.

Body Fat Percentage

Males 18-29 yrs
Males 30-49 yrs
Males 50+ yrs
Females 18-29 yrs
Females 30-49 yrs
Females 50+ yrs
Points

18% or lower	19-21%	22-25%	26-29%	30% or higher
19% or lower	20-22%	23-26%	27-30%	31% or higher
20% or lower	21-23%	24-27%	28-31%	32% or higher
24% or lower	25-27%	28-31%	32-35%	36% or higher
25% or lower	26-28%	29-32%	33-36%	37% or higher
26% or lower	27-29%	30-33%	34-37%	38% or higher
12 points	9 points	6 points	3 points	0 points

Blood Pressure

Systolic (Upper #)
Diastolic (Lower #)
Points

130 or lower	131-135	136-140	141-145	146 or higher
80 or lower	81-85	86-90	91-95	96 or higher
16 points	12 points	8 points	4 points	0 points

If your systolic and diastolic are in different point categories the lower point category was given.

Total Cholesterol

All participants
Points

200 or lower	201-220	221-240	241-260	261 or higher
4 points	3 points	2 points	1 point	0 points

Despite actual Total Cholesterol, you could have received higher points due to a better Total Cholesterol/HDL Cholesterol Ratio score.

LDL (Bad) Cholesterol

All participants
Points

100 or lower	101-115	116-130	131-160	161 or higher or unknown*
4 points	3 points	2 points	1 point	0 points

*The "unknown" point category indicates a risk factor of a triglyceride level of 400 or higher.

HDL (Good) Cholesterol

Males
Females
Points

50 or higher	45-49	40-44	35-39	34 or lower
60 or higher	50-59	40-49	35-39	34 or lower
4 points	3 points	2 points	1 point	0 points

Total Cholesterol/HDL Cholesterol Ratio

Males
Females
Points

3.3 or lower	3.4-4.0	4.1-5.5	5.6-7.0	7.1 or higher
2.6 or lower	2.7-3.3	3.4-4.0	4.1-5.5	5.6 or higher
4 points	3 points	2 points	1 point	0 points

Ratio is Total Cholesterol divided by HDL Cholesterol.

Triglycerides

All participants
Points

130 or lower	131-150	151-200	201-400	401 or higher
8 points	6 points	4 points	2 points	0 points

Glucose

All participants
Points

100 or lower	101-107	108-114	115-139	140 or higher
8 points	6 points	4 points	2 points	0 points

GGT (Liver Function)

All participants
Points

1-30	31-50	51-70	71-90	91 or higher
4 points	3 points	2 points	1 point	0 points

Total Points

100-86 points	85-71 points	70-61 points	60-51 points	50 points or lower
---------------	--------------	--------------	--------------	--------------------

County	Population	Budget	Current Salary	2015	2016	2017	2018
Brown	251,495	\$276,776,000	\$88,137				
Dane	497,021	\$561,249,149	\$129,007	\$131,587	\$134,218		
Fond du Lac	101,984	\$125,000,000	\$103,426	\$105,495	\$107,604		
Kenosha	166,915	\$195,244,361	\$101,102	\$102,619	\$104,158		
Manitowoc	81,352	\$59,600,000	\$79,137	\$79,137	\$79,137	\$79,137	\$79,137
Milwaukee	950,410	\$1,392,375,816	\$129,115				
Outagamie	179,117	\$178,367,242	\$100,640	\$101,646	\$103,171	\$104,719	\$106,289
Portage	70,903	\$116,592,867	\$81,271	\$81,271	\$82,033	\$82,853	\$83,681
Racine	195,174	\$145,433,561	\$101,893	\$102,912	\$103,941	\$104,980	\$106,030
Waukesha	391,478	\$261,163,732	\$102,531	\$104,069	\$105,630	\$107,214	\$108,822
Winnebago	167,862	\$146,000,000	\$100,818	\$102,834	\$104,891		

2011-2014

November 6, 2014

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION APPROVING NEW OR DELETED POSITIONS
DURING THE 2015 BUDGET PROCESS
(PUBLIC WORKS)

WHEREAS, a New Position or Position Deletion Request was submitted by the Public Works Department during the 2015 budget process; and

WHEREAS, the Human Resources Department has reviewed the request with the department; and

WHEREAS, the department has evaluated the workload to support the new changes and has identified positions to be added and eliminated from the table of organization; and

WHEREAS, the Highway recommends deletion of (2.12) LTE Highway Maintenance Worker positions as the highway crack-filling project has been completed; and

WHEREAS, due to the increase in state lane miles from the US-41 system (41/29 Interchange and 41/43 Interchange), and the increase from three to four distinct crews (Heavy Construction, Asphalt Production and Paving, County Maintenance and State Maintenance), ~~there is a need to add 4.00 FTE Highway Crew and 1.00 FTE Superintendent~~ five additional highway crew; and

WHEREAS, there will no longer be staff from Parks assisting the Highway Crew in the winter months and the duties will be fulfilled by a Highway Crew position. The Highway table

of organization should be changed by deleting (1.00) Highway Crew – Parks Winter position and adding 1.00 FTE Highway Crew position; and

WHEREAS, the cost of the Operations Manager and Clerk/Typist II positions are currently split between Highway and Facility Management. Highway will now cover the full cost of the positions so the table of organization should be changed by deleting (0.20) FTE Operations Manager and (0.80) FTE Clerk/Typist II positions from Facility Management and adding 0.20 FTE Operations Manager and 0.80 FTE Clerk/Typist II positions to Highway; and

WHEREAS, Facility Management has established the need to add a 0.50 FTE Housekeeper position; and

WHEREAS, the Public Works Department recommends these changes to the table of organization:

Highway:

LTE Highway Maintenance Worker	(2.12)	Deletion
Highway Crew	4.00 <u>5.00</u>	Addition
Superintendent Highway	1.00	Addition
Highway Crew – Parks Winter	(1.00)	Deletion
Highway Crew	1.00	Addition
Operations Manager	0.20	Addition
Clerk/Typist II	0.80	Addition

Facility Management:

Housekeeper	0.50	Addition
Operations Manager	(0.20)	Deletion
Clerk/Typist II	(0.80)	Deletion

NOW, THEREFORE, BE IT RESOLVED, by the Brown County Board of Supervisors, the Public Works (Highway) table of organization be changed by deleting (2.12) FTE LTE Highway Maintenance Worker and deleting (1.00) FTE Highway Crew – Parks Winter positions

and adding 4.00 5.00 FTE Highway Crew, ~~adding 1.00 FTE Superintendent — Highway~~, adding 1.00 FTE Highway Crew, adding 0.20 FTE Operations Manager and adding 0.80 FTE Clerk/Typist II positions; and the Public Works (Facility Management) table of organization be changed by adding 0.50 FTE Housekeeper and deleting (0.20) FTE Operations Manager and deleting (0.80) FTE Clerk/Typist II positions; requested through the 2015 budget process to be effective January 1, 2015.

Budget Impact:

Position Title	FTE	Addition/ Deletion	Salary	Fringe	Total
Highway:					
LTE Highway Maintenance Worker	(2.12)	Deletion	\$(66,144)	\$(4,696)	\$(70,840)
Highway Crew	4.00 5.00	Addition	\$ 185,264 \$ 231,580	\$ 60,664 \$ 75,830	\$ 245,928 \$ 307,410
Superintendent — Highway	1.00	Addition	\$ 64,682	\$ 17,277	\$ 81,959
Highway Crew – Parks Winter	(1.00)	Deletion	\$(46,316)	\$(15,587)	\$(61,903)
Highway Crew	1.00	Addition	\$ 46,316	\$ 15,587	\$ 61,903
Operations Manager	0.20	Addition	\$ 9,065	\$ 5,226	\$ 14,291
Clerk/Typist II	0.80	Addition	\$ 23,536	\$ 8,831	\$ 32,367
2015 Budget Impact (Highway)			\$ 216,403 \$ 198,037	\$ 87,302 \$ 85,191	\$ 303,705 \$ 283,228
Facility Management:					
Housekeeper	0.50	Addition	\$ 12,400	\$ 8,645	\$ 21,045
Operations Manager	(0.20)	Deletion	\$(9,065)	\$(5,226)	\$(14,291)
Clerk/Typist II	(0.80)	Deletion	\$(23,536)	\$(8,831)	\$(32,367)
2015 Budget Impact (Facilities)			\$(20,201)	\$(5,412)	\$(25,613)
Total 2015 Budget Impact (Public Works)			\$ 196,202 \$ 177,836	\$ 81,890 \$ 79,779	\$ 278,092 \$ 257,615

Budget Impact: The fiscal change of this resolution is reflected in the 2015 budget.

Respectfully submitted,
PLANNING, DEVELOPMENT &
TRANSPORTATION COMMITTEE

EXECUTIVE COMMITTEE

Approved By:

TROY STRECKENBACH
COUNTY EXECUTIVE

Date Signed: _____

Authored by Human Resources

BOARD OF SUPERVISORS ROLL CALL # _____

Motion made by Supervisor _____

Seconded by Supervisor _____

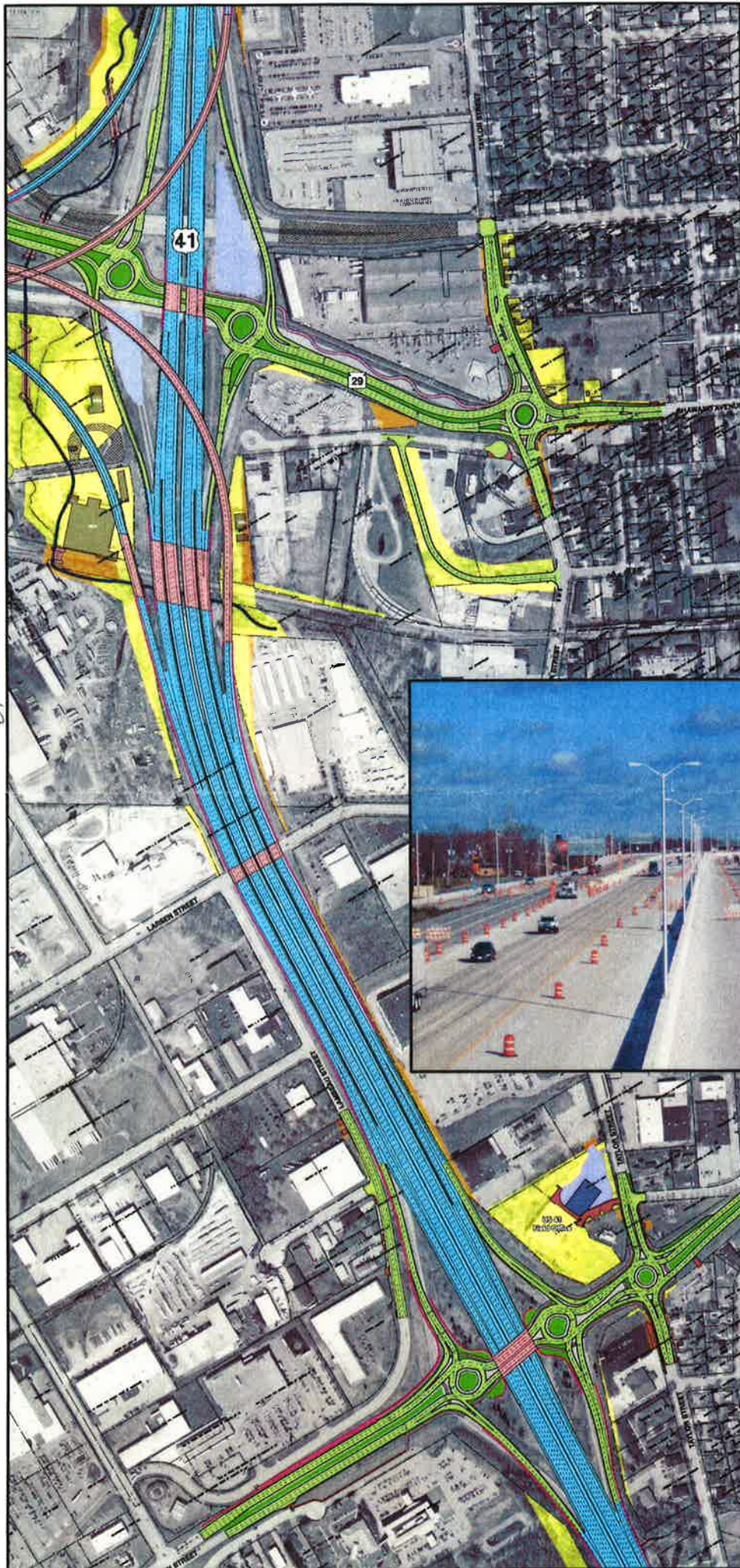
SUPERVISORS	DIST. ##	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1				
DE WANE	2				
NICHOLSON	3				
HOYER	4				
GRUSZYNSKI	5				
HAEFS	6				
ERICKSON	7				
ZIMA	8				
EVANS	9				
VANDER LEEST	10				
BUCKLEY	11				
LANDWEHR	12				
DANTINNE, JR	13				

SUPERVISORS	DIST. ##	AYES	NAYS	ABSTAIN	EXCUSED
LA VIOLETTE	14				
KATERS	15				
KASTER	16				
VAN DYCK	17				
JAMIR	18				
ROBINSON	19				
CLANCY	20				
CAMPBELL	21				
MOYNIHAN, JR.	22				
STEFFEN	23				
SCHADEWALD	24				
LUND	25				
FEWELL	26				

Total Votes Cast _____

Motion: Adopted _____ Defeated _____ Tabled _____

12



US 41 Facts:

- 14 Miles of US 41 reconstruction from Orange Road to Lineville Road (Centerline Length).
- 82 new lane miles.
- 66 new barrier shoulder miles.
- 24 New multi-lane roundabouts.
- 8 "Flyovers" - the equivalent of 4 lane bridge decks (two lanes and wide shoulders) that cannot have the snow plowed over the edge – must be plowed to end for removal.

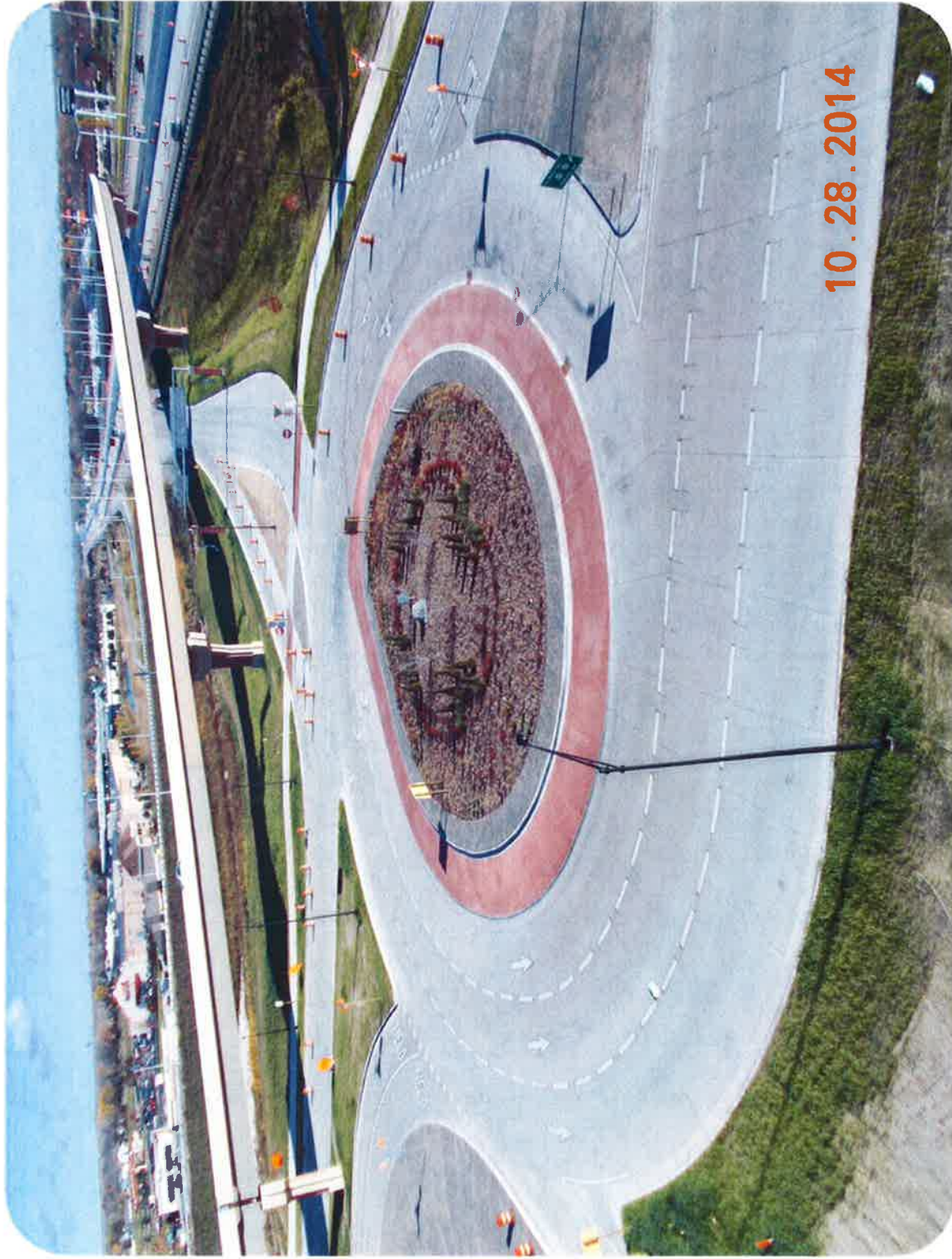
Picture taken from
Mason Street Bridge
looking north at US 41.



41 to 29 Flyover Ramp



41 Looking South from Flyover Ramp



Shawano Ave. Roundabout



STH 29 Looking West from 41



41 Looking North from Mason St.



CTH W at STH 96 ~ January 2014

November 6, 2014

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION APPROVING NEW OR DELETED POSITIONS
DURING THE 2015 BUDGET PROCESS
(REGISTER OF DEEDS)

WHEREAS, a New Position or Position Deletion Request was submitted by the Register of Deeds Department during the 2015 budget process; and

WHEREAS, the Human Resources Department has reviewed the request with the department; and

WHEREAS, the department has evaluated the workload to support the new changes and has identified positions to be added and eliminated from the table of organization; and

~~WHEREAS, the department can meet the needs of the public while reducing the hours of assigned staff to a 7.5 hours per day (37.5 hours per week); and~~

WHEREAS, the department can meet the needs of the public while deleting one 0.50 FTE Clerk/Typist II

WHEREAS, the Register of Deeds Department recommends these changes to the table of organization:

Deputy Clerk Register of Deeds	(130 hours)	Deletion
Imaging Specialist	(130 hours)	Deletion
Tract Index Specialist	(260 hours)	Deletion
Property Description Specialist	(130 hours)	Deletion
Clerk/Typist III	(260 hours)	Deletion
Clerk/Typist II	(260 hours)	Deletion
Clerk/Typist II	0.50 FTE	Deletion

NOW, THEREFORE, BE IT RESOLVED, by the Brown County Board of Supervisors, the Register of Deeds table of organization be changed by deleting ~~(130 hours) from the Deputy Clerk Register of Deeds, deleting (130 hours) from the Imaging Specialist, deleting (260 hours) from the Tract Index Specialist, deleting (130 hours) from the Property Description Specialist, deleting (260 hours) from the Clerk/Typist III and deleting (260 hours) from the Clerk/Typist II~~ 0.50 FTE Clerk Typist II positions; requested through the 2015 budget process to be effective January 1, 2015.

Budget Impact:

Position Title	FTE	Addition/ Deletion	Salary	Fringe	Total
Deputy Clerk Register of Deeds	(130 hours)	Deletion	\$(2,600)	\$(398)	\$(2,998)
Imaging Specialist	(130 hours)	Deletion	\$(2,390)	\$(366)	\$(2,756)
Tract Index Specialist	(260 hours)	Deletion	\$(4,780)	\$(731)	\$(5,511)
Property Description Specialist	(130 hours)	Deletion	\$(2,294)	\$(351)	\$(2,645)
Clerk/Typist III	(260 hours)	Deletion	\$(4,531)	\$(693)	\$(5,224)
Clerk/Typist II	(260 hours)	Deletion	\$(4,308)	\$(658)	\$(4,966)
Clerk/Typist II	0.50	Deletion	\$(15,885)	\$(1,885)	\$(17,770)
Total 2015 Budget Impact (Register of Deeds)			\$(20,903) \$(15,885)	\$(3,197) \$(1,885)	\$(24,100) \$(17,770)

Budget Impact: *The fiscal change of this resolution is reflected in the 2015 budget.*

Respectfully submitted,
PLANNING, DEVELOPMENT &
TRANSPORTATION COMMITTEE
EXECUTIVE COMMITTEE

Approved By:

TROY STRECKENBACH

COUNTY EXECUTIVE

Date Signed: _____

Authored by Human Resources

BOARD OF SUPERVISORS ROLL CALL # _____

Motion made by Supervisor _____

Seconded by Supervisor _____

SUPERVISORS	DIST. #	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1				
DE WANE	2				
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MOYNIHAN, JR.	22				
STEFFEN	23				
SCHADEWALD	24				
LUND	25				
FEWELL	26				

Total Votes Cast _____

Motion: Adopted _____ Defeated _____ Tabled _____

November 6, 2014

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION APPROVING NEW OR DELETED POSITIONS
DURING THE 2015 BUDGET PROCESS
(ZOO AND PARK MANAGEMENT)

WHEREAS, a New Position or Position Deletion Request was submitted by the Zoo and Park Management Department during the 2015 budget process; and

WHEREAS, the Human Resources Department has reviewed the request with the department; and

WHEREAS, the department has evaluated the workload to support the new changes and has identified positions to be added and eliminated from the table of organization; and

WHEREAS, with the opening of the Adventure Park, the department has a need to create 1.30 FTE Park Lead Guide positions and 2.50 FTE Adventure Park Guides, delete ~~(2.22)~~ (6.89) FTE Adventure Park Concessionaire positions; and

WHEREAS, the department has a requirement to track expenses at the parks and Reforestation Camp and identifying seasonal positions for each area will ease the task of tracking expenses. The Parks positions would be reorganized by deleting ~~(1.00) FTE Park Ranger~~, (0.78) FTE LTE Seasonal Trail Ranger, deleting (6.49) FTE LTE Seasonal Employee and deleting (2.23) FTE LTE Summer Employee positions and adding 7.16 FTE Seasonal Park Worker, adding 1.22 FTE Seasonal Reforestation Camp Worker, adding 0.82 FTE Seasonal Trail Ranger; adding 1.00 FTE Assistant Naturalist and adding 1.00 FTE Park Educator positions; and

WHEREAS, there are currently 3.00 FTE Park Manager positions in the Parks table of organization. It was determined that having an East Side and West Side Park Manager would better fit the needs of the department and (1.00) FTE Park Manager position will be deleted; and

WHEREAS, the duties of the Clerk/Typist II are more in line with an Administrative Secretary and the position should be reclassified by deleting (1.00) FTE Clerk/Typist II position and adding 1.00 FTE Administrative Secretary position to the Parks table of organization; and

WHEREAS, the Zoo and Park Management Department recommends these changes to the table of organization:

Zoo/Adventure Park:

Park Lead Guide	1.30	Addition
Adventure Park Concessionaire	(2.22)(6.89)	Deletion
Adventure Park Guides	<u>(2.50)</u>	Addition

Parks:

Park Ranger	(1.00)	Deletion
Clerk/Typist II	(1.00)	Deletion
LTE Seasonal Trail Ranger	(0.78)	Deletion
LTE Seasonal Employee	(6.49)	Deletion
LTE Summer Employee	(2.23)	Deletion
Park Manager	(1.00)	Deletion
Administrative Secretary	1.00	Addition
Assistant Naturalist	1.00	Addition
Park Educator	1.00	Addition
Seasonal Park Worker	7.16	Addition
Seasonal Reforestation Camp Worker	1.22	Addition
Seasonal Trail Ranger	0.82	Addition

NOW, THEREFORE, BE IT RESOLVED, by the Brown County Board of Supervisors, the Zoo and Park Management (Zoo) table of organization be changed by deleting ~~(2.22)~~ (6.89)FTE Adventure Park Concessionaire positions and adding 2.50 FTE Adventure Park Guides; adding 1.30 FTE Park Lead Guide positions; and the Zoo and Park Management (Parks) table of organization be changed by deleting (1.00) FTE Park Ranger, deleting (1.00) FTE

Clerk/Typist II, deleting (0.78) FTE LTE Seasonal Trail Ranger, deleting (6.49) LTE Seasonal Employee, deleting (2.23) FTE LTE Summer Employee and deleting (1.00) FTE Park Ranger positions and adding 1.00 FTE Administrative Secretary, adding 1.00 FTE Assistant Naturalist, adding 1.00 FTE Park Educator, adding 7.16 FTE Seasonal Park Worker, adding 1.22 FTE Seasonal Reforestation Camp Worker and adding 0.82 Seasonal Trail Ranger positions; requested through the 2015 budget process to be effective January 1, 2015.

Budget Impact:

Position Title	FTE	Addition/ Deletion	Salary	Fringe	Total
Zoo/Adventure Park:					
Park Lead Guide	1.30	Addition	\$ 28,426	\$ 2,595	\$ 31,021
Adventure Park Concessionaire	(2.22) (6.89)	Deletion	\$(- 26,546) \$113,254	\$(- 2,152) \$(10,481)	\$(- 29,573) \$(123,735)
Adventure Park GUides	2.50	Addition	\$ 49,400	\$ 7,437	\$ 56,87
2015 Budget Impact (Zoo/Adventure Park)			\$ 1,880 \$ (35,428)	\$ 443 \$ (449)	\$ 1,448 \$ (35,877)

Parks:					
—Park Ranger	(1.00)	Deletion	\$(- 42,656)	\$(-22,010)	\$(- 64,666)
Clerk/Typist II	(1.00)	Deletion	\$(- 34,320)	\$(-20,152)	\$(- 54,472)
LTE Seasonal Trail Ranger	(0.78)	Deletion	\$(- 16,624)	\$(-13,882)	\$(- 30,506)
LTE Seasonal Employee	(6.49)	Deletion	\$(-138,418)	\$(-72,727)	\$(-211,145)
LTE Summer Employee	(2.23)	Deletion	\$(- 47,525)	\$(-13,267)	\$(- 60,792)
Park Manager	(1.00)	Deletion	\$(- 58,206)	\$(-24,608)	\$(- 82,814)
Administrative Secretary	1.00	Addition	\$ 34,842	\$ 20,229	\$ 55,071
Assistant Naturalist	1.00	Addition	\$ 28,188	\$ 11,295	\$ 39,483
Park Educator	1.00	Addition	\$ 18,270	\$ 9,574	\$ 27,844
Seasonal Park Worker	7.16	Addition	\$ 152,651	\$ 13,937	\$ 166,588
Seasonal Reforestation Camp Worker	1.22	Addition	\$ 26,010	\$ 2,375	\$ 28,385
Seasonal Trail Ranger	0.82	Addition	\$ 17,425	\$ 1,591	\$ 19,016
2015 Budget Impact (Parks)			\$(- 60,363) \$17,707	\$(-107,645) \$ (86,635)	\$(-168,008) \$(103,342)
Total 2015 Budget Impact (Zoo & Park Management)			\$(- 58,483) \$ (53,135)	\$(-107,202) \$ (86,084)	\$(-166,560) \$(139,219)

Budget Impact: *The fiscal change of this resolution is reflected in the 2015 budget.*

Respectfully submitted,

EDUCATION & RECREATION COMMITTEE

EXECUTIVE COMMITTEE

Approved By:

TROY STRECKENBACH
COUNTY EXECUTIVE

Date Signed: _____

Authored by Human Resources

BOARD OF SUPERVISORS ROLL CALL # _____

Motion made by Supervisor _____

Seconded by Supervisor _____

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